

From: aaron@urbanplaceconsulting.com
Subject: RE: NoHo 2017 new pay steps
Date: December 22, 2016 at 12:15 PM
To: Hector.Romero@securitasinc.com



I hope not. I kept the bill rates at the same multiplier we've been at.

Aaron Aulenta
Urban Place Consulting Group
aaron@urbanplaceconsulting.com

----- Original Message -----

Subject: RE: NoHo 2017 new pay steps
From: <Hector.Romero@securitasinc.com>
Date: Thu, December 22, 2016 11:57 am
To: <aaron@urbanplaceconsulting.com>

Hi Aaron by any change did you increase a 2% to the bill rate for the new loads for 2017.

Thanks,

Hector Romero, Branch Manager • Securitas Pacific Region
Los Angeles Area • 1055 Wilshire Blvd, Suite 1600 • Los Angeles, CA 90017
213.637.5500 (office) • 213.276.5864 (cell) • 818.532.1742 (fax)



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From: aaron@urbanplaceconsulting.com [<mailto:aaron@urbanplaceconsulting.com>]
Sent: Thursday, December 22, 2016 11:44 AM
To: Hector Romero (60476)
Subject: NoHo 2017 new pay steps

Hi Hector,

Beginning January 1, 2017 NoHo will begin a new pay scale (see below).
See the attached for pay rates per position and corresponding bill rates.

We're eliminating the 90 day increase step so those 2 people currently at that rate (Garcia and Mora) will move back to the new starting rate of \$12/hour. It's a bump in pay despite the step going backwards.

I also added a step 4 to both the LT and Captain positions.

Any questions let me know.

	Jan 2017-June 2017	Bill Rates	July 2017-December 2017	Bill Rates
Bike Patrol				
Start	\$12.00	[REDACTED]	\$13.00	[REDACTED]
90 Days			lose step	
1 Year	\$12.50	[REDACTED]	\$13.50	[REDACTED]
2 Year	\$13.00	[REDACTED]	\$14.00	[REDACTED]
3 Years	\$13.50	[REDACTED]	\$14.50	[REDACTED]
SLO				
Start	\$12.50	[REDACTED]	\$13.50	[REDACTED]
90 Days			lose step	
1 Year	\$13.00	[REDACTED]	\$14.00	[REDACTED]
2 Year	\$13.50	[REDACTED]	14.5	[REDACTED]
3 Years	\$14.00	[REDACTED]	\$15.00	[REDACTED]
Lieutenant				
LT (3 years)	\$15.25	[REDACTED]	\$15.25	[REDACTED]
LT (4 years)	\$15.75	[REDACTED]	\$15.75	[REDACTED]
Captain				
Captain (3 years)	\$17.50	[REDACTED]	\$17.50	[REDACTED]
Captain (4 years)	\$18.00	[REDACTED]	\$18.00	[REDACTED]

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